

2023-24 Renewable Energy

REMUNERATION REPORT

Australian Edition

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ABOUT US

Phillip Riley is a specialised recruitment and executive search firm exclusively serving the Renewable Energy, Clean Technology, and Decarbonisation Industries. Since our establishment in 2010, we have expanded our presence across Australia, New Zealand, North America and Europe.

Our approach blends cutting-edge recruitment technology and data science tools with extensive professional networks, enabling us to efficiently connect clients with ideal candidates.

Our team of recruitment experts operate within dedicated specialist practice areas, cultivating expertise within a niche talent pool across the globe, providing career opportunities to industry professionals.

We work closely with companies that sit across the full lifecycle of a renewable energy projects, including financing, development, design, construction and operations phases.

Benefits of working with Phillip Riley:

- ✓ Our domain experience in the Energy sector ensures we are aware of the skills and competencies required in each discipline to deliver successful projects outcomes
- ✓ Our team partner with hiring companies in their workforce planning to discuss resourcing requirements for critical projects well in advance
- ✓ Our network of affiliate partners across Australia enables our customers to also have access to leading service providers to solve any resourcing issue

To discover how we can assist you further, please visit our website at www.phillipriley.com.au.

INTRODUCTION

Welcome to the fourth edition of our Renewable Energy Remuneration Report, a comprehensive exploration of the dynamic workforce driving the renewable energy industry. This year, we embarked on a journey to understand the heartbeat of this industry by surveying over 17,000 professionals who are at the forefront of the global energy transition.

Our survey spans across the entire spectrum of Phillip Riley's practice areas, encompassing Development, Finance, Legal, Transmission & Distribution, Construction, Engineering, Offshore Wind, Asset Management & Operations, Behind The Meter (previously identified as Commercial & Industrial), Corporate Support, Executive, and Contracting.

This diverse and inclusive representation empowers us to provide a holistic perspective of the renewable energy landscape. Within these pages, you will find in-depth insights into remuneration, job and salary satisfaction, bonuses, salary increases, and the driving forces behind career changes within the renewable energy industry. The data and insights enclosed here are a valuable resource for both industry professionals and stakeholders.

In our conclusion, we will further explore these findings, extracting valuable insights that are poised to shape the continued evolution of the renewable energy industry.

We are dedicated to delivering the Renewable Energy Remuneration Report annually to support those leading the charge in the energy transition.



Scott Robinson

Managing Director

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DEVELOPMENT

HIGHLIGHTS

Motivations: Career Development (55.8%) and Remuneration (46.75%) were primary reasons for role changes.

Job Satisfaction: Approximately 51% of respondents expressed satisfaction with their roles, while 31.76% are anticipating an internal promotion.

Remuneration Impact: Remuneration strongly influenced job satisfaction, emphasising its critical role in retaining talent.

Experience: Respondents typically had 5-10 years of experience in their roles and specialisation within the renewable industry.

Benefits: Bonus payments were the most common additional benefit offered.

Salary Increases: 73% of respondents received an increase in the last 12 months, with the average increase ranging between 1-5%.

Salary Expectations: An impressive 94.83% anticipate a salary increase in the next year, however, while expectations vary, the average is between 5-10% increase.

Satisfaction Rating: Overall, respondents rated their salaries with an average of 4/5 stars.

Short Term Incentives: Bonuses ranging between 15-30% depending on experience level.

Disclaimer: The Wind Development Market has been exceptionally competitive over the last 12 months. Resulting in average salaries towards the top end of the range listed on page 6. Conversely, Solar Development remuneration sits towards the lower to mid point of the ranges listed.



Anna Spain

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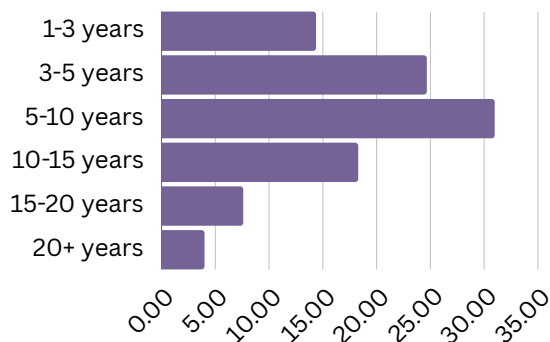
DEVELOPMENT | SALARY

TITLE	SALARY RANGE
Project Developer	\$150-\$175K
Project Development Manager	\$175-\$220K
Senior Project Development Manager	\$220-\$250K
Development Director	\$270-\$310K
Grid Connections Engineer	\$140-\$170K
Senior Grid Connections Engineer	\$180-\$210K
Grid Connections Manager	\$210-\$240K
Grid Connections Director	\$240-\$260K+
Environment Advisor	\$120-\$140K
Senior Environment Advisor	\$170-\$190K
Environment Manager	\$180-\$200K
Business Development Manager	\$190-\$220K
GIS Analyst	\$100-\$130K
GIS Manager	\$140-\$160K

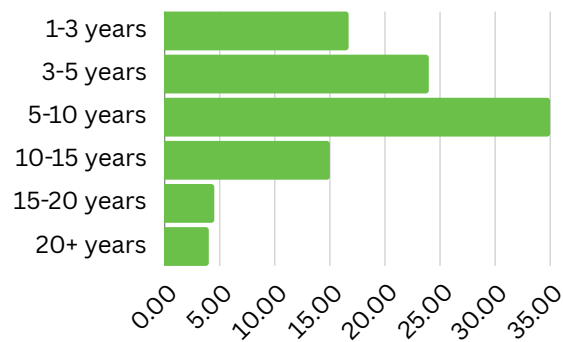
**Base salary, excludes Superannuation*

DEVELOPMENT | INSIGHTS

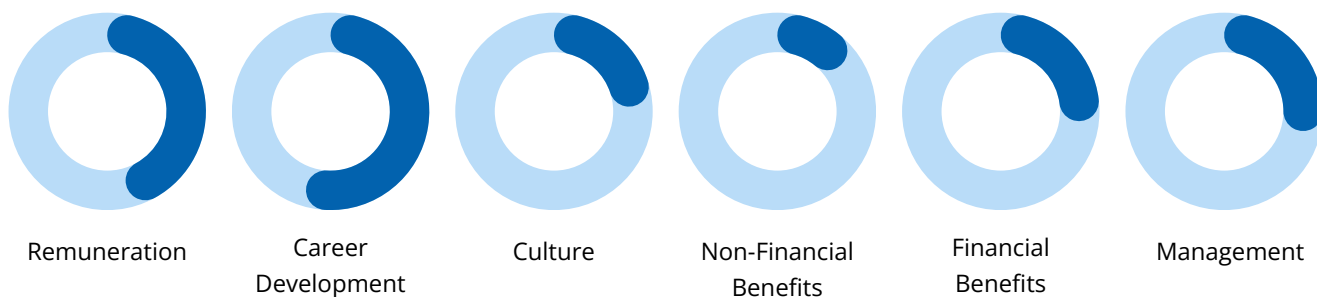
Industry Experience:



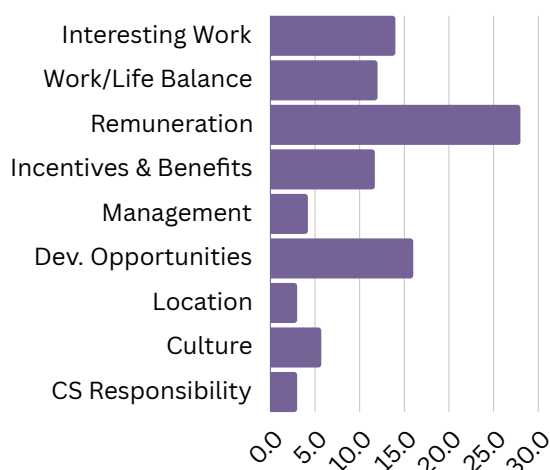
Role Experience:



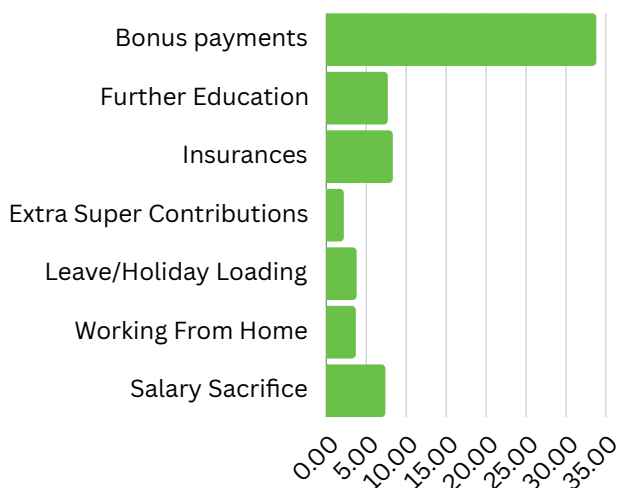
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 51% of respondents are satisfied in their current positions.

FINANCE

HIGHLIGHTS

Motivations: Career Development (51.86%) opportunities were the primary driver for role changes, followed by Remuneration (39.44%) considerations, underlining the importance of growth and financial incentives.

Job Satisfaction: Approximately 52% of respondents expressed satisfaction with their current roles, with Remuneration (29.90%) being the leading contributor to job satisfaction.

Experience: Most respondents had 5-10 years of experience, combining their financial & investment roles with a deep understanding of renewable energy.

Benefits: Bonus payments were the most common additional benefit, enhancing overall compensation packages.

Salary Increases: In the past year, 80% of respondents received salary increases, averaging between 1-5 percent, indicating a positive compensation trend.

Salary Expectations: Nearly 95% anticipate salary increases in the next year, with 45.90% expecting 5-10% raises and 40.84% expecting more than 10%.

Satisfaction Rating: Respondents rated their current salary satisfaction at an average of 4.1/5 stars, signalling contentment with their compensation.



Mark Robinson
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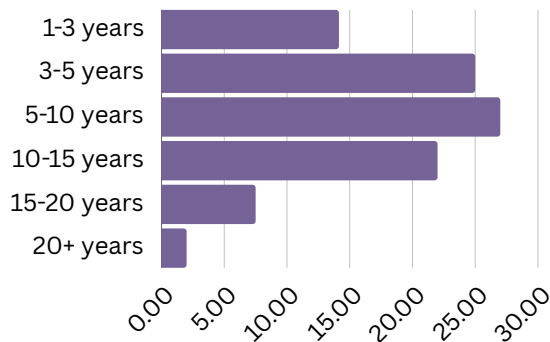
FINANCE | SALARY

TITLE	SALARY RANGE
Finance Analyst	\$130-\$160K
Financial Accountant	\$130-\$150K
Director/Senior Manager	\$180-\$220K
Commercial Finance Manager	\$180-\$220K
Finance Manager	\$170-\$200K
Head of Finance	\$200-\$240K
Investment Manager	\$200-\$240K
Senior Commercial Finance Manager	\$220-\$250K
Senior Investment Manager	\$220-\$300K
Chief Financial Officer (Mid Size)	\$270-\$300K
Chief Financial Officer (Large Size)	\$350-\$400K
Investment Director	\$350-\$400K

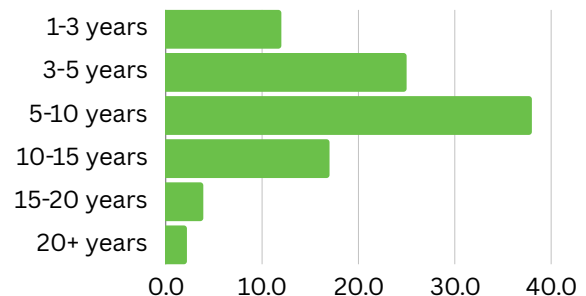
**Base salary, excludes Superannuation*

FINANCE | INSIGHTS

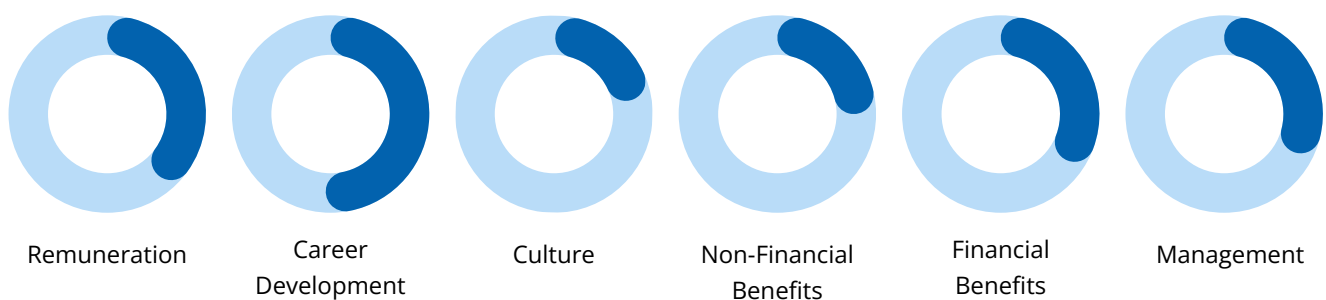
Industry Experience:



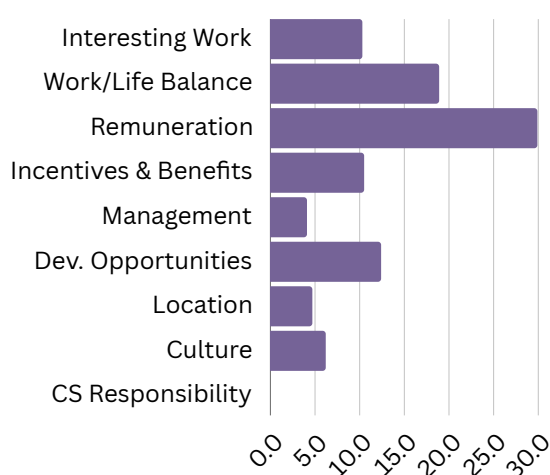
Role Experience:



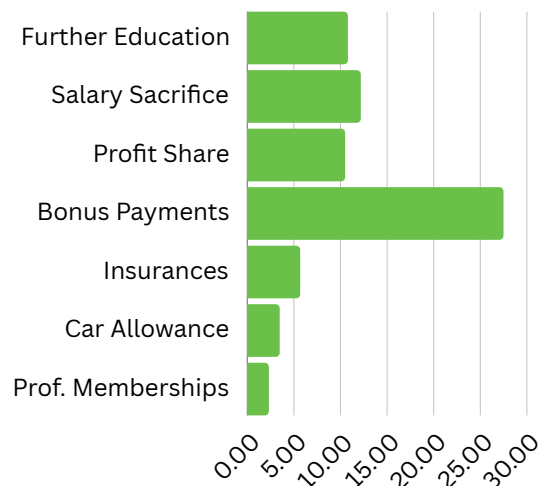
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 52% of respondents are satisfied in their current positions.

LEGAL

HIGHLIGHTS

Motivations for Changing Roles: Career Development (45.26%) opportunities were the primary driver for role changes, followed by Remuneration (41.26%) and Financial Benefits (37.86%).

Job Satisfaction: About 50.82% of respondents reported satisfaction with their current roles.

Impact of Remuneration on Job Satisfaction: While varied, 30.53% of respondents indicated that Remuneration is the most significant factor influencing job satisfaction.

Experience Levels: Respondents typically have 5-10 years of experience in their roles within the renewable energy industry.

Additional Benefits: Bonus payments are the most common additional benefit.

Salary Increases: 76.73% received a salary increase in the last year, with an average increase of 3-5%.

Future Salary Expectations: 97.11% anticipate a salary increase in the next year, with 47.62% expecting a 5-10% increase, and 47.88% expecting more than 10%.

Average Salary Rating: The average salary rating is 4.1/5 stars.



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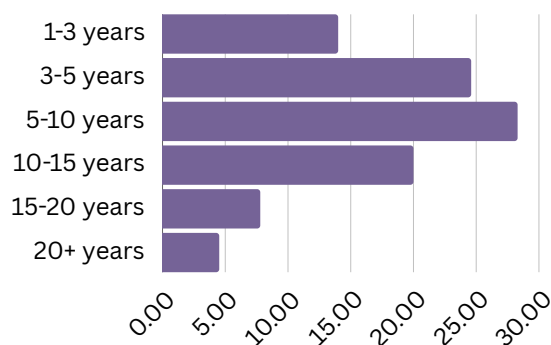
LEGAL | SALARY

TITLE	SALARY RANGE
<i>Private Practice</i>	
Associate	\$130-\$150K
Senior Associate	\$170-\$190K
Special Counsel	\$190-\$240K
Salaried Partner	\$270-\$330K
Equity Partner	\$380-\$440K+
<i>Corporate (In-House)</i>	
Legal Counsel 1-3	\$110-\$130K
Legal Counsel 4-5	\$130-\$150K
Legal Counsel 5-8	\$170-\$190K
Senior Legal Counsel	\$190-\$240K
General Counsel	\$220-\$270K+

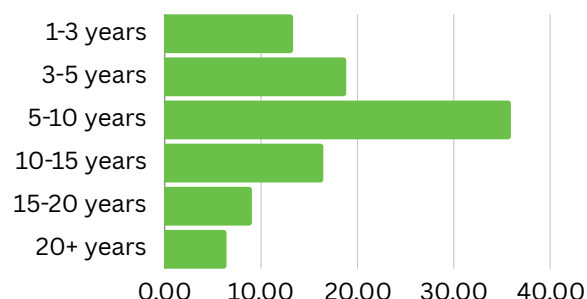
**Base salary, excludes Superannuation*

LEGAL | INSIGHTS

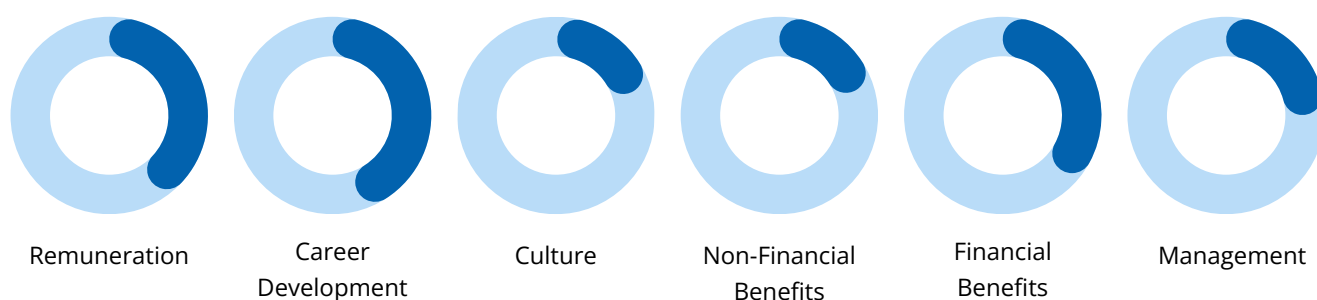
Industry Experience:



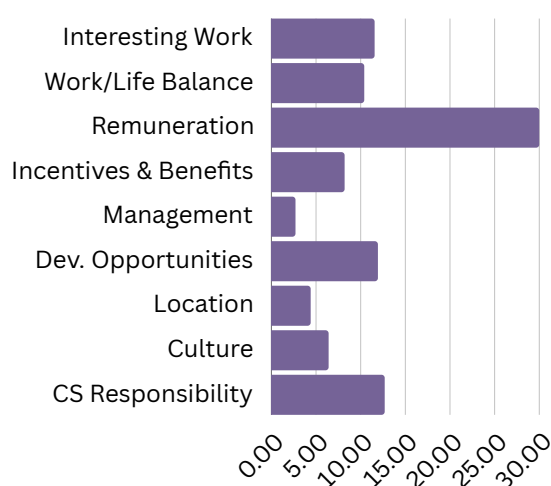
Role Experience:



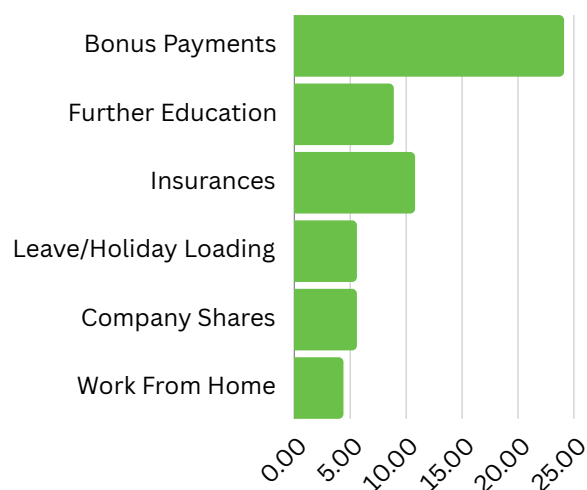
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 50% of respondents are satisfied in their current positions.

ENGINEERING

HIGHLIGHTS

Career Development Priority: Over 60.90% of respondents consider Career Development as the primary reason for changing roles.

Job Satisfaction and Ambitions: Only 33% are satisfied with their current roles. Around 18% of respondents are seeking promotions, while 37% are open to new opportunities.

Remuneration Matters Most: Remuneration is the top factor affecting job satisfaction.

Experience Levels: Most respondents (50.9%) have between 3-5 years of experience, and 24% have between 5-10 years of experience in their roles.

Common Additional Benefits: Bonus payments are the most prevalent additional benefit.

Salary Increases: 53.63% of respondents did not receive an increase in the last year, while 46.37% received a 1-5% increase.

Future Expectations: A striking 96.89% of respondents anticipate a 5-10% salary increase in the next 12 months.

Average Salary Satisfaction: The average salary satisfaction rating is 3.5/5.



Matt Hayes

Manager

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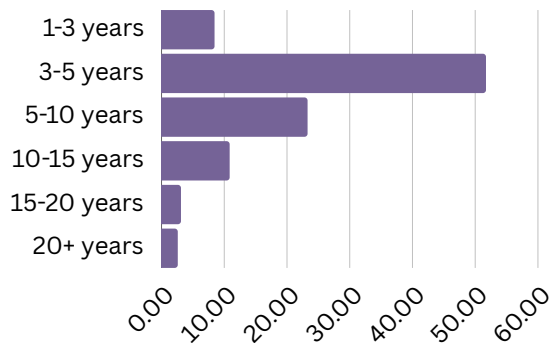
ENGINEERING | SALARY

TITLE	SALARY RANGE
Drafter	\$80-\$100K
Senior Drafter	\$110-\$130K
Power Systems Engineer	\$90-\$110K
Transmission Line Engineer	\$120-\$150K
Mechanical Engineer	\$120-\$160K
Project Engineer	\$140-\$180K
Distribution Engineer	\$140-\$160
Civil Engineer	\$140-\$190K
Wind Engineer	\$130-\$180K
Protection Engineer	\$150-\$180K
Electrical Engineer	\$150-\$190K
Engineering Manager	\$200-\$220K
Engineering Director	\$220-\$280K

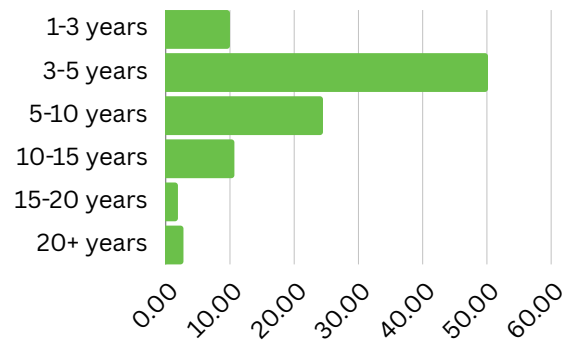
**Base salary, excludes Superannuation*

ENGINEERING | INSIGHTS

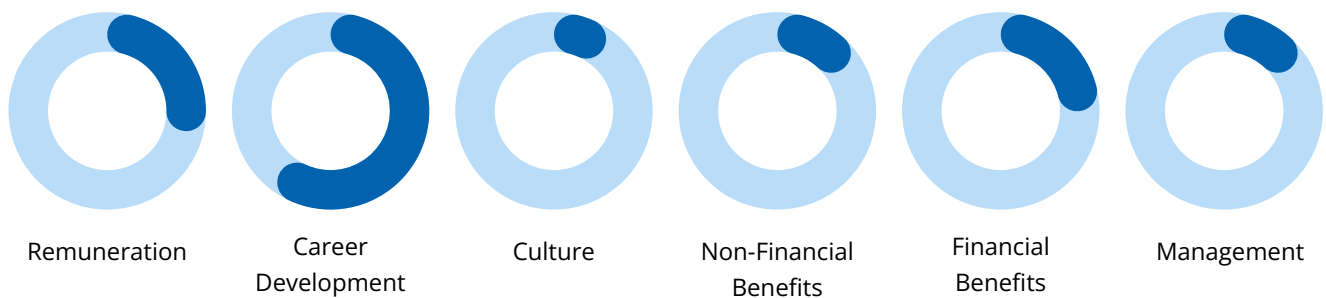
Industry Experience:



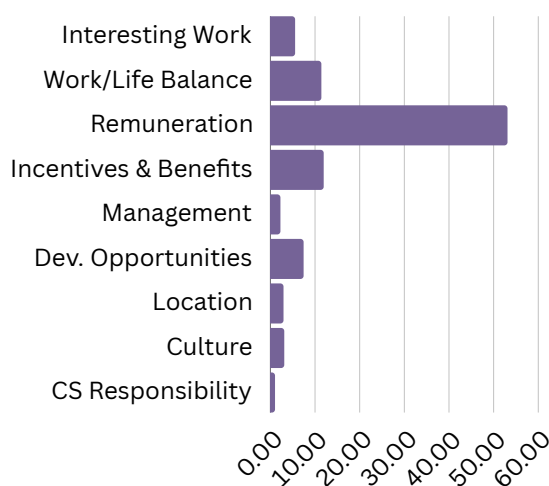
Role Experience:



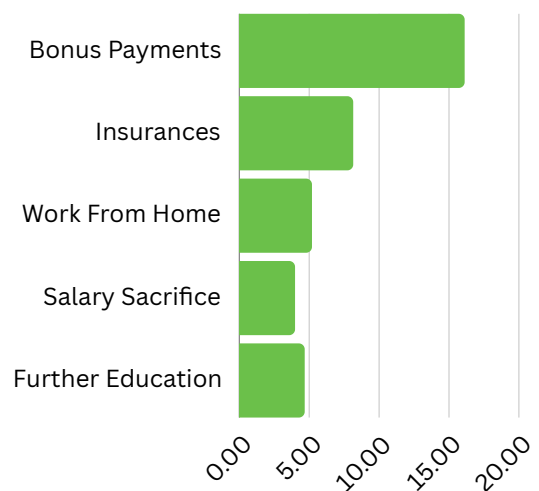
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Only 32% of respondents are satisfied in their current positions.

CLEAN TECHNOLOGY

Phillip Riley is committed to assisting product development businesses who are assisting in the net zero target.

Our in-house CleanTech expert, Laurence Bromley, brings together 10 years of technology recruitment, scaling teams in embedded systems, IoT and project services.

Through our extensive network of product development experts in Australia, we are able to provide comprehensive salary information to guide hiring managers and with equal importance, help retain skilled people.

This is a highly candidate short market, and Phillip Riley is engaged with these professionals as we understand the importance of these skill-sets to the energy transition



Laurence Bromley
Principal Consultant
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CLEAN TECHNOLOGY | SALARY

TITLE	SALARY RANGE
Embedded Software Engineer	\$110-\$150K
Electronics Engineer	\$110-\$150K
Power Electronics Engineer	\$120-\$160k
FPGA Engineer	\$120-\$160k
Front End Developer	\$90-\$130K
Back End Developer	\$110-\$150K
Full-Stack Developer	\$100-\$150k
Mobile Applications Developer	\$120-\$160k
Web Development Manager	\$150-\$180K
R&D Manager	\$160-\$190K
Product Manager	\$150-\$180K
Project Manager	\$150-\$180k
CTO / Technical Director	\$200-\$250K

**Base salary, excludes Superannuation*

CONSTRUCTION

HIGHLIGHTS

Remuneration Matters Most: 65.48% of respondents consider remuneration as the primary reason for changing roles, underscoring its importance in career decisions.

High Job Satisfaction: 73.06% of respondents are satisfied with their current roles.

Remuneration Drives Satisfaction: Remuneration has the most significant impact on job satisfaction, highlighting the need for competitive compensation.

Experience Diversity: Respondents have varying experience levels, however, the majority of respondents have between 3-5 years of experience in their roles.

Additional Benefits: Rental assistance/housing and bonus payments are the most common additional benefits.

Salary Increases: Only 57.56% received salary increases in the last 12 months, averaging between 1-5%.

Expectations: 88.24% expect a salary increase in the next year, with 51.66% anticipating 5-10% and 37.28% expecting 1-5% increases.

Average Rating: Respondents rated their salary satisfaction at 3.5/5, indicating room for improvement.

Short Term Incentives: Bonuses ranging between 10-20%



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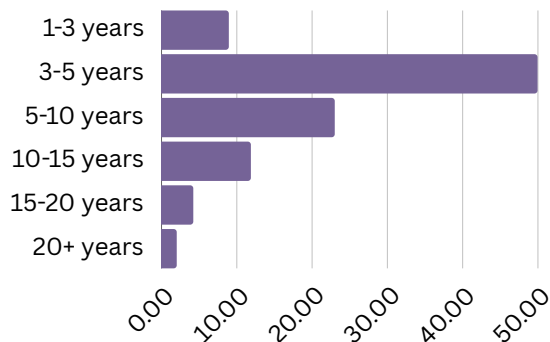
CONSTRUCTION | SALARY

TITLE	SALARY RANGE
Site Administrator	\$80-\$95K
Estimator	\$100-\$130K
HSEQ Advisor	\$110-\$140K
Mechanical Engineer	\$120-\$160K
Project Planner	\$120-\$160K
Logistics Manager	\$150-\$170K
Civil Engineer	\$140-\$190K
Project Engineer	\$140-\$180K
Electrical Engineer	\$150-\$200K
Site Manager	\$150-\$180K
Bid & Tender Manager	\$160-\$200K
Construction Manager	\$160-\$200K
HSEQ Manager	\$160-\$220K
Project Manager	\$160-\$200K
Senior Estimator	\$200-\$240K
Senior Project Manager	\$180-\$240K

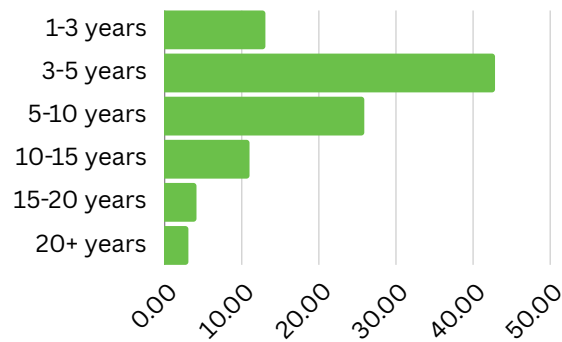
**Base salary, excludes Superannuation*

CONSTRUCTION | INSIGHTS

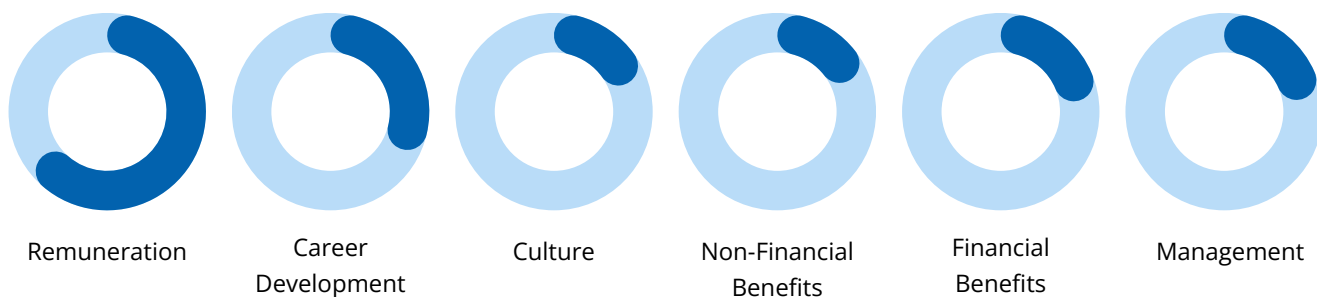
Industry Experience:



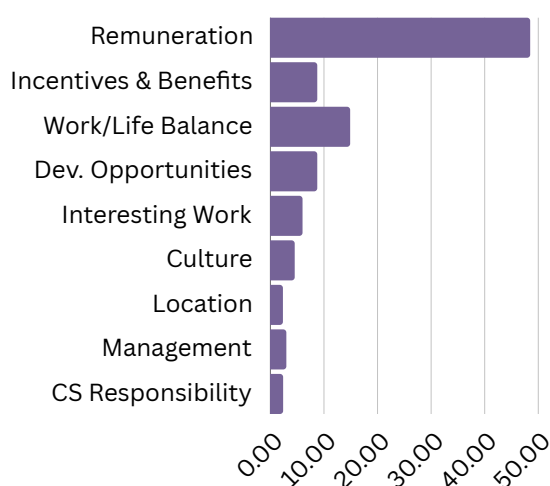
Role Experience:



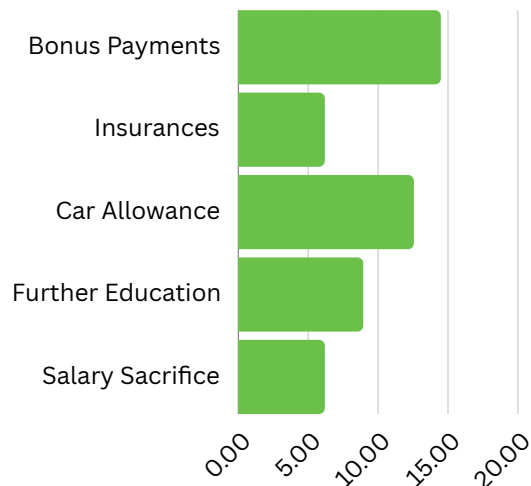
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 73% of respondents are satisfied in their current positions.

ASSET MANAGEMENT & OPERATIONS

HIGHLIGHTS

Varied Motivations for Career Changes: Respondents in this group consider career changes for various reasons, with Career Development, Remuneration, and Management emerging as popular motivations.

High Job Satisfaction: Up to 63.53% of respondents are satisfied with their current roles, while 20.15% are seeking promotion or internal changes. Very few are considering new opportunities.

Development Opportunities Drive Satisfaction: Development Opportunities significantly impact job satisfaction, reflecting the importance of continuous growth in this dynamic industry.

Diverse Experience Levels: Respondents span various experience levels, with most having 3-5 years of experience, showcasing a balanced mix of expertise.

Prevalence of Bonus Payments: Additional benefits primarily include bonus payments.

Consistent Salary Increases: Approximately 89% received salary increases in the past year, averaging between 1-5%.

High Expectations for Future Increases: A remarkable 97.16% expect salary increases in the next year, with most expecting an increase between 5-10%.

Favourable Salary Ratings: Respondents rate their current salaries highly, averaging 4.3/5 stars.

Short Term Incentives: Bonuses ranging between 15-25%.



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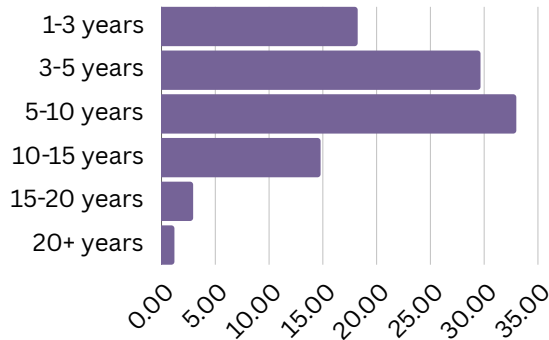
ASSET MANAGEMENT & OPERATIONS | SALARY

TITLE	SALARY RANGE
Service Technician	\$70-\$90K
Lineworker	\$90-\$110K
Operations Analyst	\$100-\$120K
Wind Service Technician	\$100-\$120K
Operations Controller	\$120-\$150K
Asset Engineer	\$120-\$160K
Senior Operations & Maintenance Supervisor/Manager	\$180-\$220K
Senior Spot Trader/Energy Trader	\$150-\$190K
Operations & Maintenance Supervisor/Manager	\$150-\$170K
Spot Trader/Energy Trader	\$130-\$160K
GM Energy Markets	\$220K-\$300K+
HSEQ Advisor	\$110-\$140K
Asset Manager	\$160-\$200K
Senior Asset Engineer	\$150-\$180K
Senior Operations Control Centre Supervisor/Manager	\$200-\$250K
Head of Asset Management	\$200-\$250K

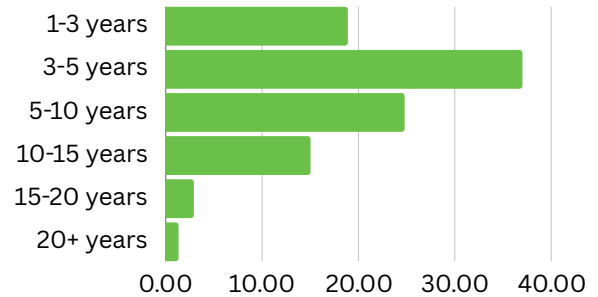
**Base salary, excludes Superannuation*

ASSET MANAGEMENT & OPERATIONS | INSIGHTS

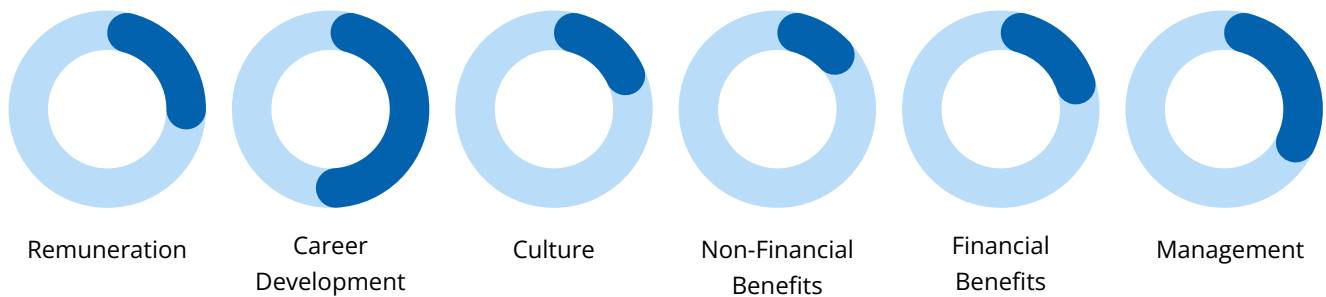
Industry Experience:



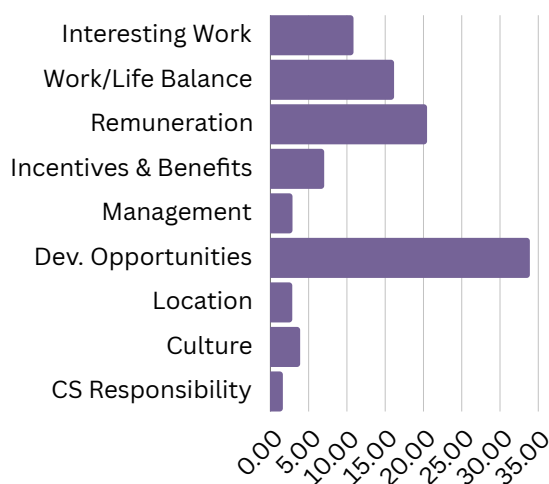
Role Experience:



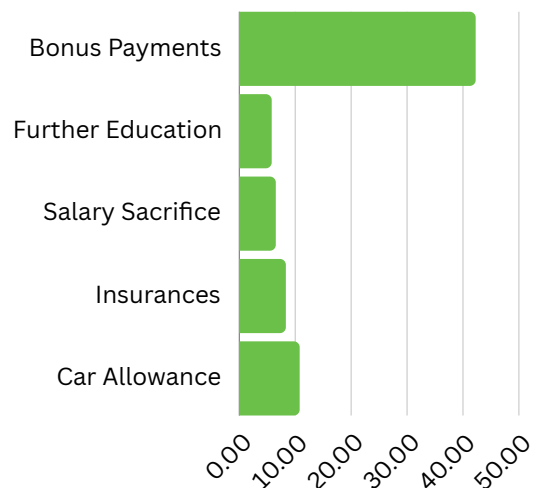
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 63% of respondents are satisfied in their current positions.

TRANSMISSION & DISTRIBUTION

HIGHLIGHTS

Motivations: Respondents considering role changes are mainly driven by Career Development (34.29%) and Financial Benefits (34.39%), closely followed by Management (31.43%).

Job Satisfaction: Only 28.57% are satisfied with their current roles, while 22.86% aspire to promotions or internal changes.

Key Drivers: Remuneration, Incentives & Benefits greatly impact job satisfaction.

Experience: Average years of experience ranged between 1-5 years, with 10% reporting between 10-15 years of experience in their role.

Additional Benefits: Bonus payments, insurances, and salary sacrifice packages are common.

Salary Increases: Up to 75.71% of respondents received salary increases in the last year, with 32.86% reporting an increase of 1-5% and 28.57% receiving an increase between 5-10%.

Future Expectations: Our survey results showed that 94.29% of respondents anticipate a salary increase in the next year, with 48.53% expecting between 5-10% and 30% expecting an increase of 1-5%.

Average Salary Rating: Respondents rated their salary satisfaction at an average of 3.9/5 stars.



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TRANSMISSION & DISTRIBUTION | SALARY

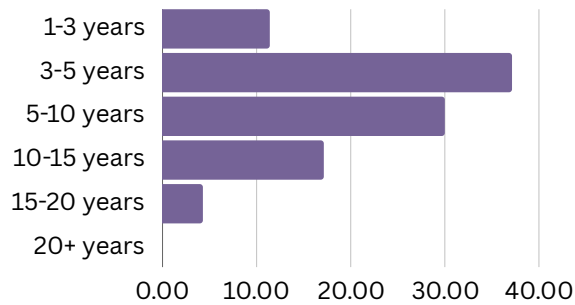
TITLE	SALARY RANGE
Graduate Transmission Line Engineer	\$65-\$75K
Graduate Distribution Design Engineer	Approx. \$65K
Graduate Electrical Engineering	\$65-\$75K
Graduate Civil/Structural Engineer	\$65-\$75K
Drafter	\$60-\$100K
Senior Drafter	\$100-\$140K
Estimator	\$80-\$180K
Scheduler	\$100-\$150K
Engineer	\$80-\$120K
Senior Engineer	\$120-\$160K
Principal Engineer	\$160-\$200K
Transmission Line Engineer	\$80-\$115K
Senior Transmission Line Engineer	\$120-\$160K
Principal Transmission Line Engineer	\$160-\$220K
Distribution Design Engineer	\$75-\$90K
Senior Distribution Design Engineer	\$90-\$120K
Principal Distribution Design Engineer	\$130-\$175K

Control System Engineers	\$65-\$180K
Design Manager	\$140-\$180K
Project Manager	\$220-\$300K
Construction Manager (Depending On Project Size)	\$180-\$350K
Technical Director - Transmission & Distribution	\$220K+
Engineering Manager	\$250K+
Project Director	\$350-\$500K

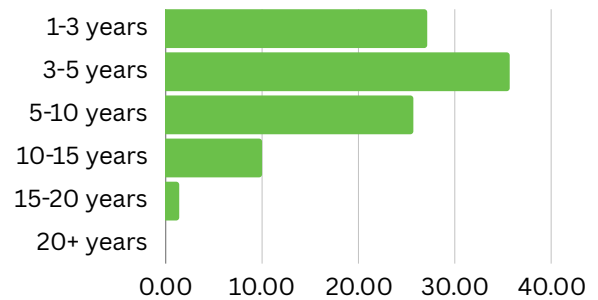
**Base salary, excludes Superannuation*

TRANSMISSION & DISTRIBUTION | INSIGHTS

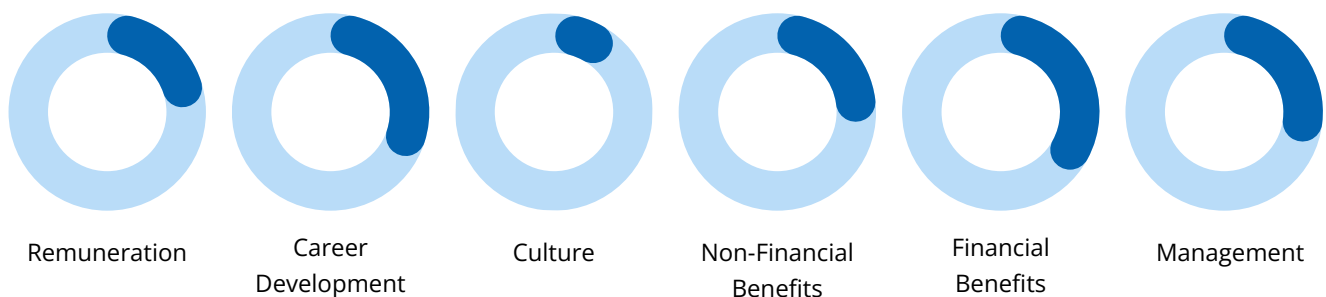
Industry Experience:



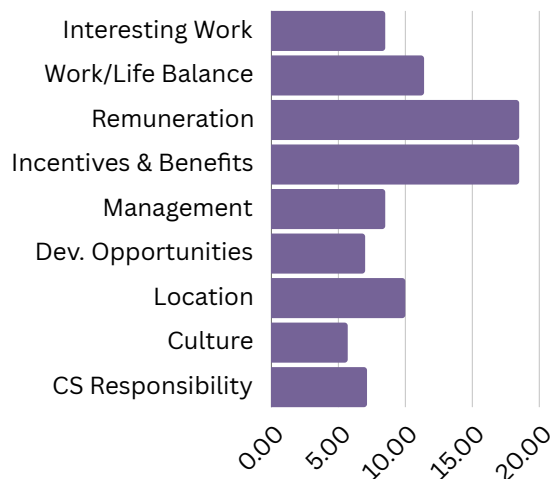
Role Experience:



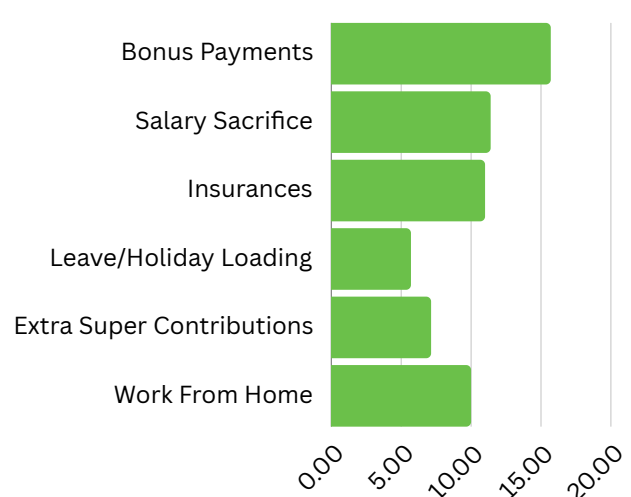
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Only 28% of respondents are satisfied in their current positions.

OFFSHORE WIND

HIGHLIGHTS

Motivations for Change: Respondents identified key reasons for considering job changes, with the most common factors being Workplace Culture, Career Development, Management, Financial Benefits, and Remuneration.

Job Satisfaction: Up to 62.75% of respondents reported satisfaction in their current roles, 17.33% are seeking promotions or internal role changes, and very few are considering new opportunities.

Work/Life Balance: Work/Life Balance emerged as the top influencer of job satisfaction, emphasising its importance.

Experience Levels: Survey results revealed that 31.94% of respondents have 3-5 years of experience, and 29.56% have 5-10 years experience in their roles, indicating a mix of early and mid-career professionals.

Additional Benefits: Bonus payments were the most common additional benefit reported by respondents.

Salary Increases: 82.14% received salary increases in the past year, with increases ranging between 5-10%.

Salary Expectations: Up to 98.41% of respondents are expecting salary increases in the next 12 months, with many anticipating more than a 10% increase.

Average Salary Rating: Respondents rated their current salaries with an average of 4/5 stars.



Chris Ward

Director - PR Projects

chris@prprojects.com.au

OFFSHORE WIND | SALARY

TITLE	SALARY RANGE
Apprentice Mechanical/Hydraulics Technician	\$60-\$70K
Approvals Compliance Manager	\$110-\$130K
Asset Integrity Manager	\$150-\$170K
Blade Repair Technician	\$120-\$140K
Cable Installation Manager	\$110-\$130K
Carousel Engineer	\$140-\$160K
Chief Engineer	\$190-\$220K
Chief Integrated Rating	\$120-\$150K
Client Representative	\$180-\$200K
Coating Inspector	\$100-\$120K
Commissioning Engineer	\$160-\$190K
Construction Manager	\$200-\$230K
Contracts & Commercial Manager	\$180-\$200K
Control Room Technician	\$110-\$140K
Crane Inspection Engineer	\$130-\$160K
Crane Operator	\$120-\$140K

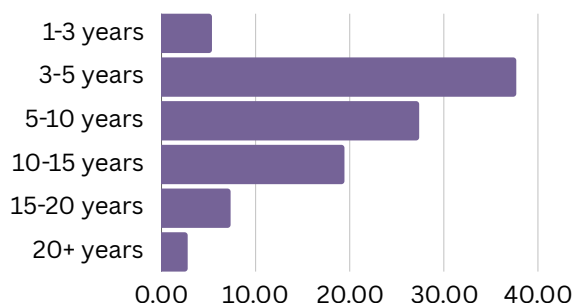
Deck Cadet	\$80-\$90K
Deck Supervisor	\$120-\$140K
Deckhand/Mate - Crew Transfer Vessel	\$100-\$120K
Diver	\$160-\$180K
Electrical Technician/Supervisor	\$80-\$100K
Engineer - Crew Transfer Vessel	\$130-\$160K
Environment & Approvals Manager	\$180-\$200K
Fabrication Supervisor/Manager	\$120-\$140K
Heavy Lift Supervisor	\$130-\$160K
Human Resources Manager	\$120-\$140K
Installation Technician	\$100-\$120K
Marine Coordinator	\$80-\$100K
Marine Steward	\$80-\$100K
Master - Crew Transfer Vessel	\$100-\$120K
Painter/Rope Access Technician	\$100-\$120K
Planning Manager	\$120-\$150K
Procurement Manager	\$170-\$200K
Project Engineer	\$140-\$160K
Project Manager - Grid/Transmission	\$180-\$200K

QHSE Manager	\$140-\$160K
Quality Manager	\$130-\$160K
Radio Operator	\$80-\$90K
Remote Operated Vehicle Technician	\$160-\$180K
Rigger Foreperson	\$130-\$150K
Risk Manager	\$120-\$140K
Rope Access Manager	\$150-\$170K
SCADA Engineer	\$150-\$170
Site Administrator	\$120-\$130K
Site Manager	\$140-\$175K
Tension Operator	\$80-\$90K
Trainee Integrated Rating	\$60-\$70K
Trainee Marine Engineer	\$60-\$70K
Warehouse Stores Assistant	\$60-\$70K
Wind Turbine Technician	\$100-\$120K
Wind Yield Performance Analyst	\$150-\$170

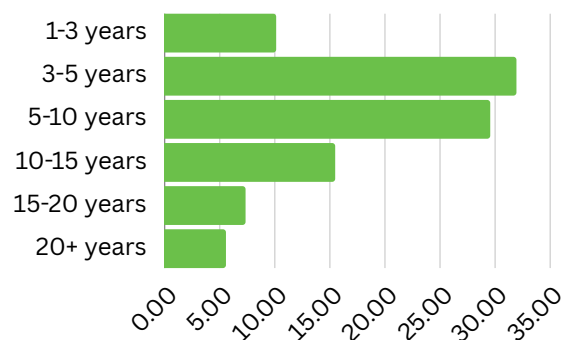
**Base salary, excludes Superannuation*

OFFSHORE WIND | INSIGHTS

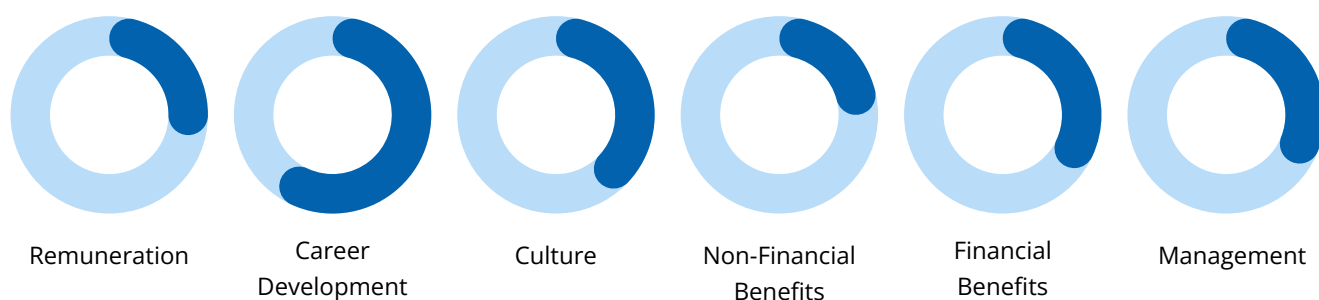
Industry Experience:



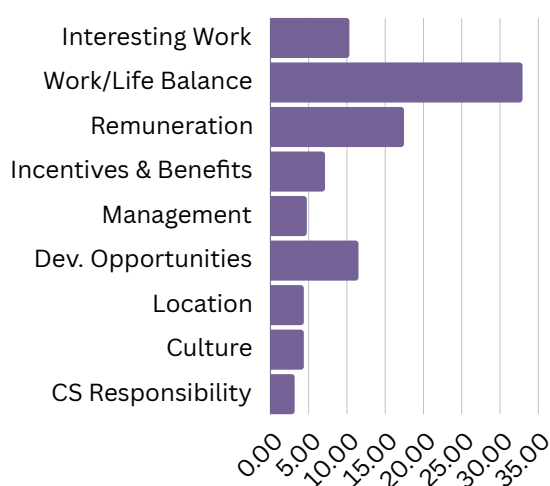
Role Experience:



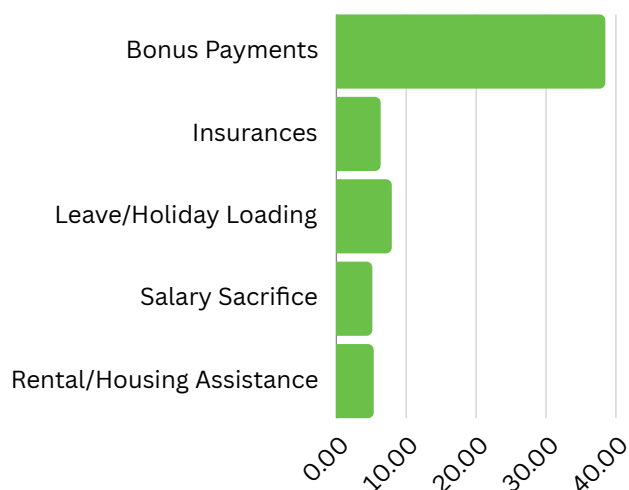
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Up to 62% of respondents are satisfied in their current positions.

BEHIND THE METER

HIGHLIGHTS

Varied Motivations for Role Changes: Respondents have diverse reasons for considering role changes, with the top three being Financial Benefits, Career Development, and Remuneration.

Mixed Job Satisfaction Levels: About 45.88% are satisfied with their current roles, while 29.76% seek promotion or internal changes. Few are open to new opportunities.

Factors Impacting Job Satisfaction: Key factors include Development Opportunities, Incentives & Benefits, Remuneration, and Work/Life Balance.

Experience Levels: Most respondents have 5-10 years of experience in their roles. There's a mix of professionals with 10-15 years and 3-5 years of experience.

Common Additional Benefits: Bonus payments and insurance are the most prevalent additional benefits.

Recent Salary Increases: Approximately 77% received increases in the last year, averaging between 1-5%.

High Salary Increase Expectations: 97% anticipate salary increases in the next year, with an average expectation ranging between 5-10%.

Positive Perception of Salaries: Respondents generally rate their salaries favourably, averaging 4/5 stars.

Short Term Incentives: Bonuses ranging between 10-20%.



Justine Keays

Recruitment Consultant

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BEHIND THE METER | SALARY

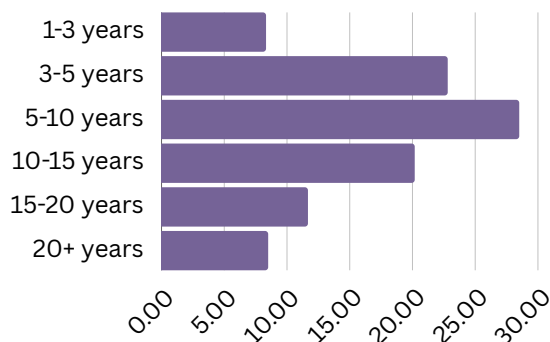
TITLE	SALARY RANGE
A Grade Electrician (CEC Qual.)	\$80-\$150K
Application Engineer	\$120-\$160K
Solar PV Engineer	\$120-\$170K
BESS Engineer	\$130-\$170K
ESG Consultant	\$130-\$150K
Energy Efficiency Consultant	\$110-\$140K
Project Engineer	\$140-\$160K
Business Development Manager*	\$130-\$160K
Senior Business Development Manager*	\$160-\$220K
Engineering Manager	\$160-\$200K
Head of Sales	\$200-\$250K+

**Base salary, excludes Superannuation*

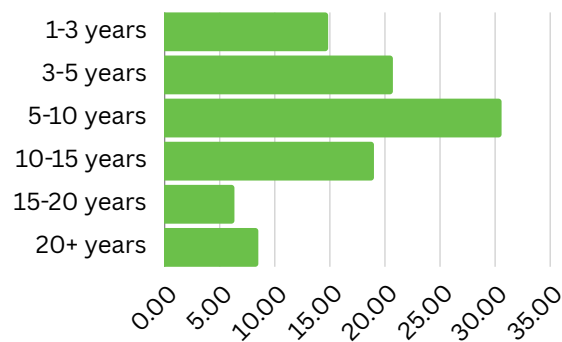
**Business Development Manager salaries may vary between organisations*

BEHIND THE METER | INSIGHTS

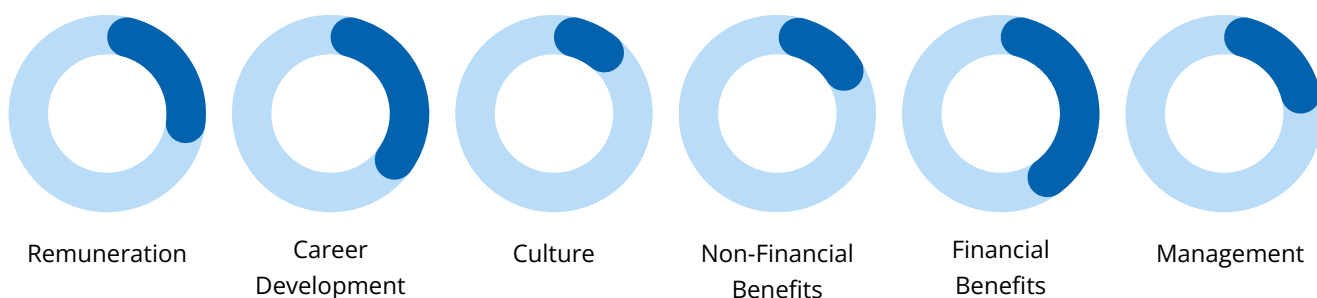
Industry Experience:



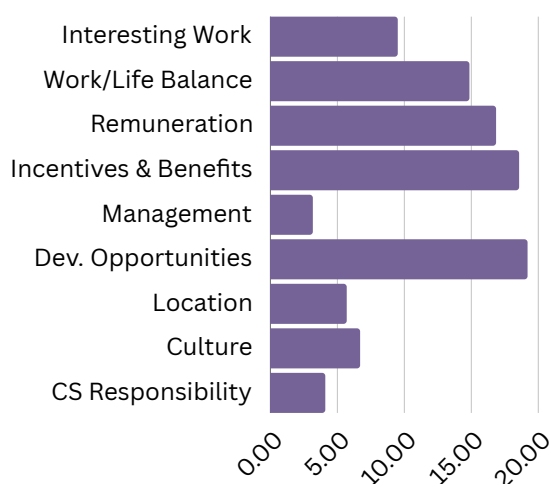
Role Experience:



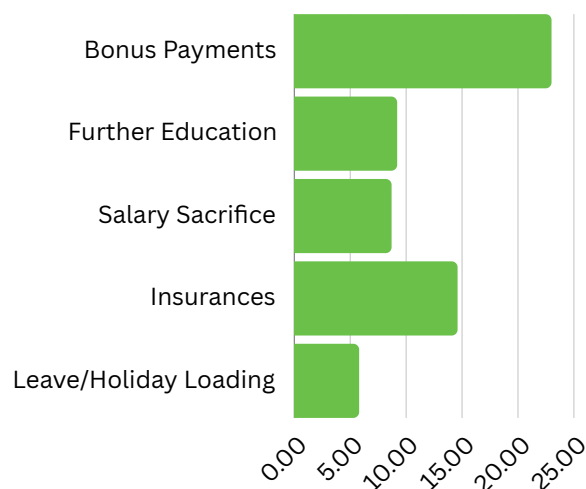
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Around 45% of respondents are satisfied in their current positions.

CORPORATE SUPPORT

HIGHLIGHTS

Reasons for Career Change: Respondents cited Career Development, Remuneration, and Management opportunities as the primary reasons for considering a career change.

Job Satisfaction: Approximately 44% of respondents were satisfied with their current roles, while 35% sought promotions or internal changes.

Factors Influencing Job Satisfaction: Work/Life Balance, Remuneration, and Development Opportunities were the most influential factors affecting job satisfaction.

Experience Levels: Most respondents had 3-5 or 5-10 years of experience in their roles, reflecting a mix of mid-career and experienced professionals.

Additional Benefits: Bonus payments and salary sacrifice packages were the most common additional benefits offered.

Salary Increases: Around 60% received 1-5% salary increases in the last 12 months.

Expectations for Future Salary Increases: 93.81% expect salary increases in the next year, with expectations split evenly between 5-10% and 10%+.

Overall Salary Satisfaction: Respondents rated their current salary at an average of 4.1 out of 5 stars, indicating general satisfaction.



Sarah Mucha

Recruitment Consultant

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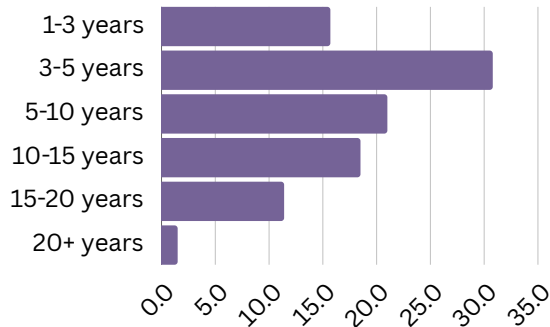
CORPORATE SUPPORT | SALARY

TITLE	SALARY RANGE
Human Resources Administrator	\$70-\$80K
Human Resources Advisor/Coordinator	\$90-\$100K
Human Resources	\$120-\$150K
Human Resources Manager	\$150-\$200K
Executive Assistant	\$90-\$120K
Site Administrator	\$100-\$120K
Office Manager	\$100-\$120K
Recruitment Administrator	\$70-\$80K
Recruiter	\$80-\$100K
Senior Recruiter	\$100-\$130K
Recruitment Manager	\$130-\$160K
Marketing Assistant	\$70-\$80K
Marketing Coordinator/Specialist	\$90-\$110K
Marketing Manager/Director	\$120-\$150K+

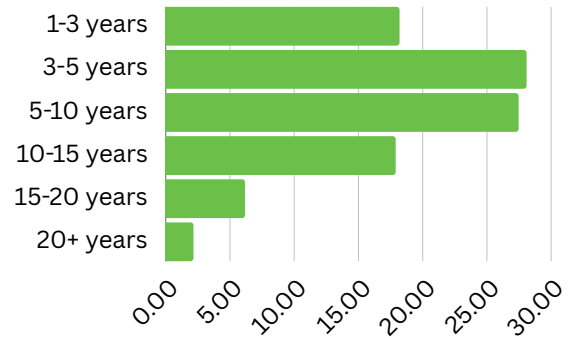
**Base salary, excludes Superannuation*

CORPORATE SUPPORT | INSIGHTS

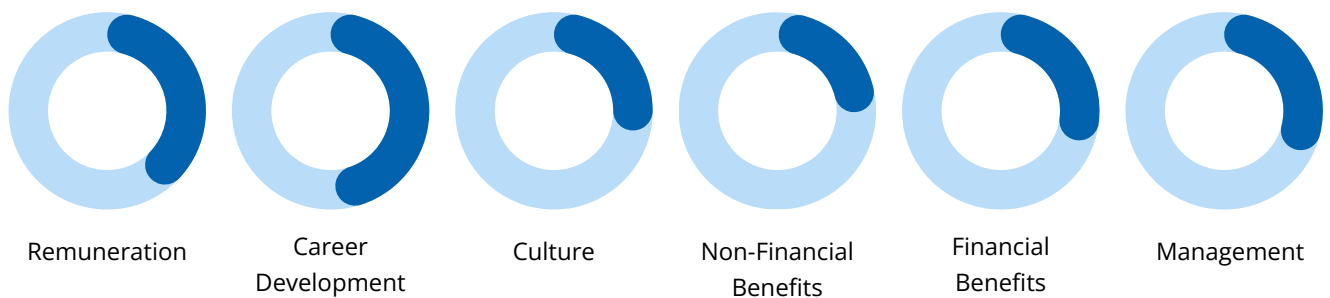
Industry Experience:



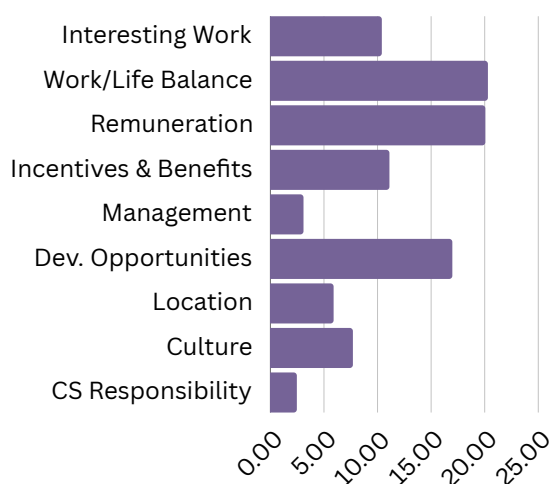
Role Experience:



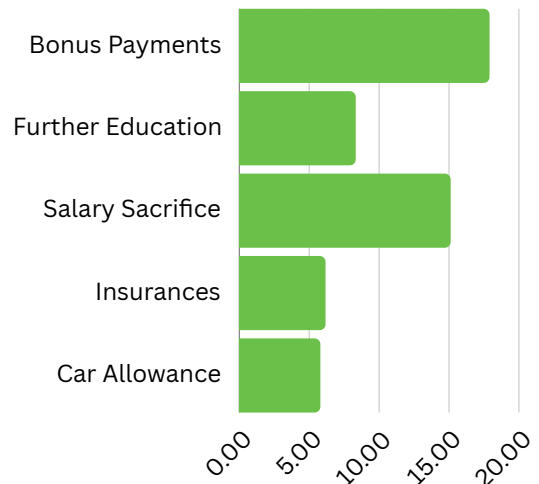
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



35% of participants aspire to secure an internal promotion.

EXECUTIVE

HIGHLIGHTS

Varied Reasons for Role Change: Respondents cited diverse reasons for considering role changes, with Career Development, Management, Remuneration, and Financial Benefits being the most common motivators.

Mixed Sentiments on Current Roles: Around 45% of respondents are satisfied with their current roles, while 30% aspire to promotions or internal moves.

Influential Factors in Job Satisfaction: Job satisfaction is influenced by Remuneration, Work/Life Balance, Incentives & Benefits, with individual preferences varying.

Experienced Workforce: The majority of respondents have 5-10 years of experience in their roles.

Prevalence of Bonus Payments: Bonus payments are common among respondents, reflecting the industry's reward culture.

Recent Salary Increases: Approximately 75.21% received salary increases in the past year, with 37.23% seeing a 1-5% raise and 29% receiving 5-10% increases.

High Salary Increase Expectations: A notable 94.54% anticipate salary increases in the next 12 months, with many expecting more than 10%.

Positive Salary Perception: Respondents rated their salary satisfaction at an average of 4.1 out of 5 stars.



John Revie

General Manager - ANZ

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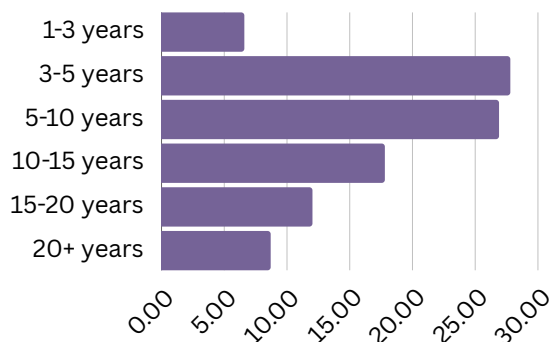
EXECUTIVE | SALARY

TITLE	SALARY RANGE
Board, NED, Chair	\$50-\$150K
General Manager (Mid Size)	\$250-\$300K
Chief Operating Officer (Mid Size)	\$300-\$350K+
General Manager (Large Size)	\$350-\$400K
Chief Operating Officer (Large Size)	\$400-\$450K+
Chief Executive Officer (Mid Size)	\$400-\$500K
Chief Executive Officer (Large Size)	\$600K+

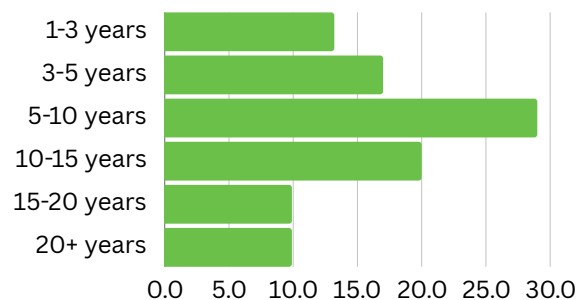
**Base salary, excludes Superannuation*

EXECUTIVE | INSIGHTS

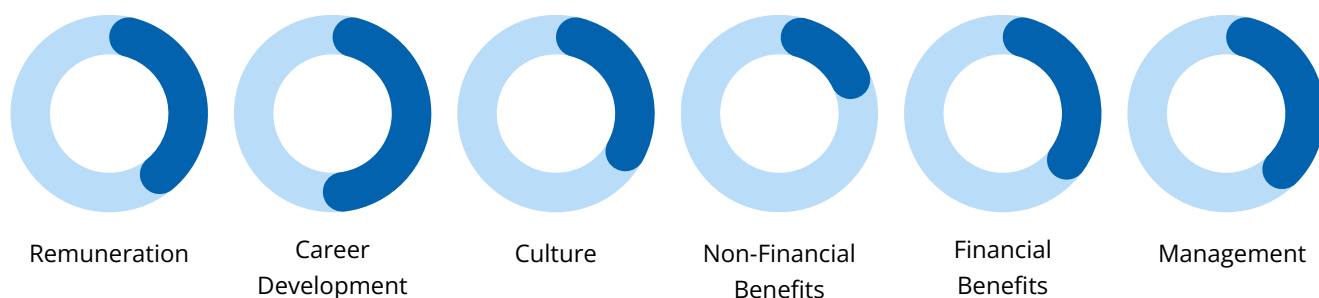
Industry Experience:



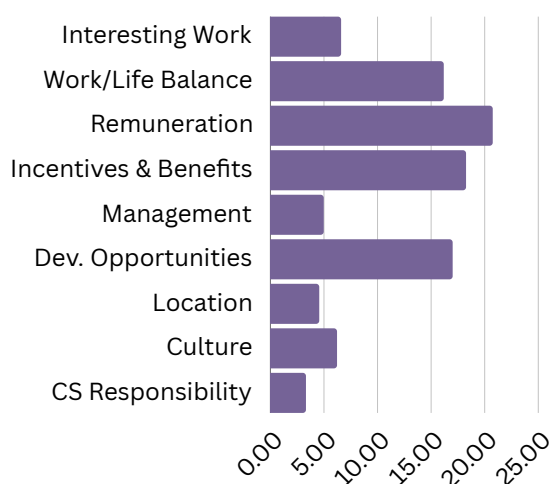
Role Experience:



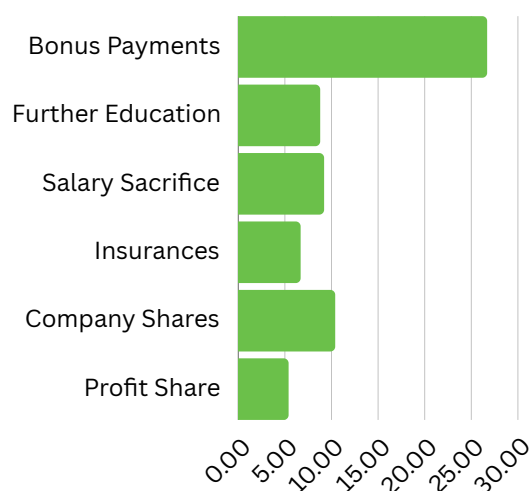
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Around 45% of respondents are satisfied in their current positions.

EXECUTIVE | RECOMMENDATIONS



Specific to permanent and executive hires, in what remains an incredibly tight candidate marketplace, it is imperative that hiring managers strive to run very streamlined and ideally condensed interview processes to provide every chance of securing top talent. Counter-offers from other potential roles, existing employers and even occasionally candidate referees are occurring at an unprecedented level emphasising the need for every single client-side member of an interview process to sell non-monetary and career growth opportunities associated with a live position.



John Revie

General Manager - ANZ

john@phillipriley.com.au

CONTRACTING

HIGHLIGHTS

Reasons for Role Change: Respondents have varied reasons for considering role changes, with Career Development, Financial Benefits, and Workplace Culture topping the list.

Job Satisfaction: 57.11% are content in their current roles, 21.67% seek promotion, and some remain open to new opportunities.

Factors Impacting Job Satisfaction: Work/Life Balance is the top factor influencing job satisfaction.

Experience Levels: 33.37% have 3-5 years' experience, while 29.37% have 5-10 years' experience.

Additional Benefits: Bonus payments are the most common additional benefit.

Salary Increases: 76.86% received increases in the past year, with 38.24% receiving an increase of 1-5% and 35.95% receiving 5-10%.

Future Salary Expectations: 97.71% anticipate a salary increase in the next year, with many expecting over 10%.

Average Salary Rating: Respondents rated their salaries on average at 3.9/5.



Erin Kennedy
Strategic Growth Manager
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CONTRACTING | SALARY

TITLE	SALARY RANGE
Installation Technician	\$55-\$65 p.h.
Electrical Service Technician	\$60-\$65 p.h.
Service Technician	\$55-\$65 p.h.
Blade Technician	\$65-\$70 p.h.
Project Manager (Solar)	\$90-\$120 p.h.
Construction Manager	\$130-\$170 p.h.
Operations/Site Manager	\$80-\$90 p.h.
HSEQ Manager	\$80-\$90 p.h.
HSEQ Officer	\$35-\$40 p.h.
Site Supervisor	\$70-\$80 p.h.
Electrician	\$55-\$65 p.h.
Mechanical Fitter	\$45 - \$60 p.h
Transmission Linesman	\$55 - \$65 p.h.
Distribution Linesman	\$43 - \$65 p.h. + Allowance + LAHA + Super
HV Electrician	\$50 - \$65 plus penalties, allowances and Super

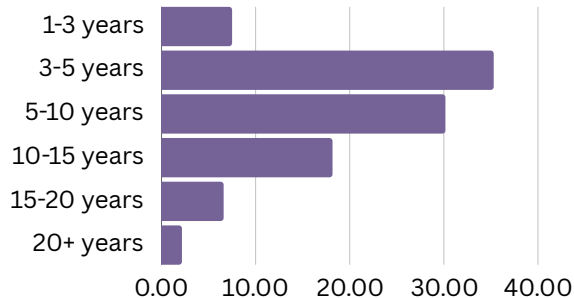
TITLE	SALARY RANGE
Commissioning Technician	\$55 - \$70 p.h
SCADA Technician	\$65 - \$75 p.h
Human Resources Administrator	\$40-\$45 p.h.
Estimator/Planner/Scheduler	\$90-\$150 p.h.
Cost Controller	\$70-\$120 p.h.
Environmental Advisor	\$80-\$100 p.h.
HSEQ Advisor	\$60-\$75 p.h.
Site Administrator	\$50-\$55 p.h.
Electrical Apprentice (1st-4th yr)	\$16-\$25 p.h + Allowances + LAHA + Penalties + Super
Mechanical Fitter (1st -4th yr)	\$17-\$25 p.h
Office Administration Trainee	\$17-\$24 p.h
Blade Technician Apprentice (1st-4th yr)	\$17-\$25 p.h + Allowances
HVAC Apprentice (1-4th yr)	\$17.50-\$27 ph

**Unless stated otherwise, these rates reflect the average base salary excluding Superannuation*

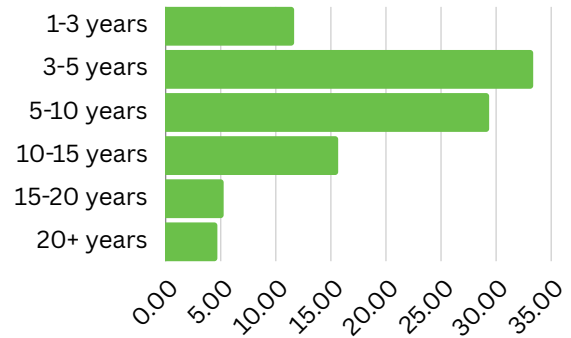
**These prices may vary in each state*

CONTRACTING | INSIGHTS

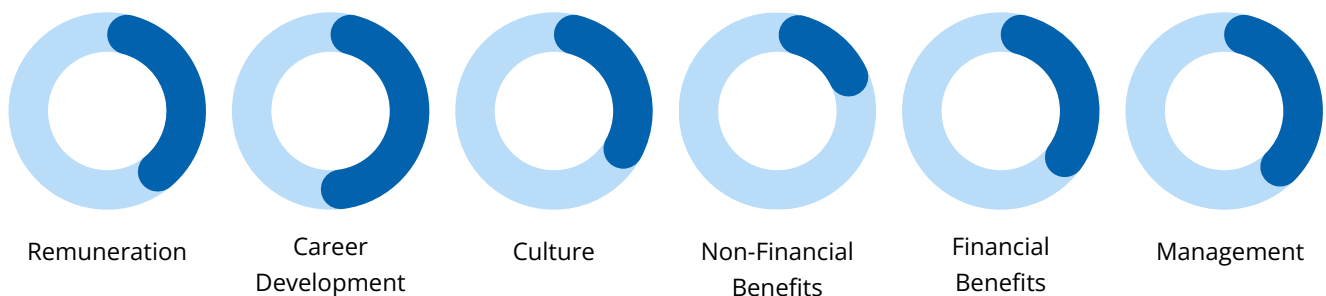
Industry Experience:



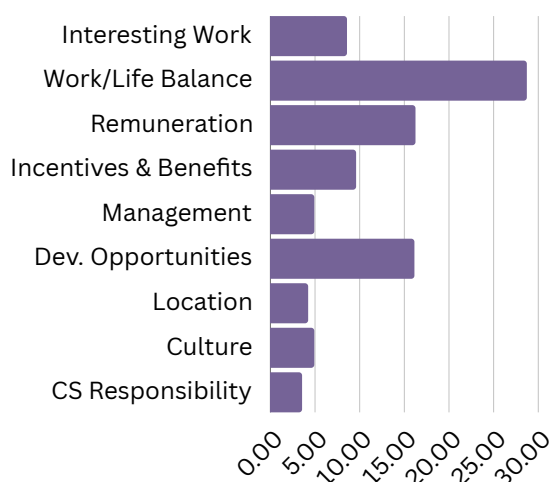
Role Experience:



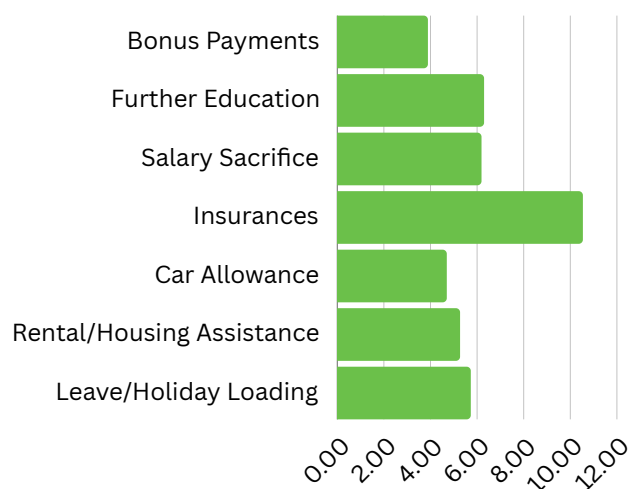
Primary Motivations for Role Change:



Factors Influencing Job Satisfaction:



Top Benefits:



Around 45% of respondents are satisfied in their current positions.

CONTRACTING | RECOMMENDATIONS



The renewable energy job market in Australia is flourishing for contract roles. Skilled professionals, particularly in technical positions like engineers, project managers, and electricians, are in high demand, leading to intensified competition among hiring managers seeking to secure top talent. Contractors in this industry are presented with ample opportunities to contribute to impactful renewable energy projects while enjoying competitive compensation packages. To stay competitive in Australia's renewable energy industry, employers and job seekers must closely monitor industry trends, tech innovations, and regulatory changes, highlighting the importance of adaptability and expertise.



Chris Ward

Director - PR Projects
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CONCLUSION

Our Renewable Energy Remuneration Report, drawing from surveys of 17,000 industry professionals, offers valuable insights and actionable recommendations.

In conclusion, the 2023 Renewable Energy Remuneration Report provides valuable insights into the industry. It reveals that a significant portion of the respondents have between 3-5 years of experience (32%) and 5-10 years of experience (29.71%) in the renewable energy industry. In their current roles/specialisations, 33.56% of respondents held 3-5 years of experience, closely followed by 27.72% who reported having 5-10 years of experience.

Key drivers of job satisfaction were remuneration (26.42%), development opportunities (22.73%), and work-life balance (16.12%). Career development (48.76%), remuneration (43.38%), and management (31.33%) were the primary factors influencing the decision to change roles.

Notably, 78.12% of respondents received a salary increase in the last year, with 50.62% reporting increases between 1-5%. Looking ahead, there is a significant jump in expectations, with 95.20% of respondents anticipating a salary increase in the next year. Among them, 53.35% expect increases between 5-10%.

Overall, respondents reported a salary satisfaction rate of 4/5, indicating a generally positive sentiment regarding their compensation.

For further information and deeper insights, please reach out to the Phillip Riley team at talent@phillipriley.com.au.

MARKET | RECOMMENDATIONS

Our nation's energy transition goals have attracted significant investments in solar, wind, and battery technologies, creating numerous employment opportunities.

For job seekers, our advice is to acquire renewable energy-specific skills and certifications, nurture connections within local industry groups ([see our website for event groups](#)), customise resumes to showcase relevant experience and commitment to sustainability, and maintain adaptability in this ever-evolving industry.

Hiring managers can enhance their recruitment strategies with a series of recommendations. First and foremost, they should prioritise diversity and inclusion initiatives, creating a more inclusive and representative workforce. Second, it's crucial to advocate for ongoing employee training to ensure the team remains competitive in a continuously evolving job market. Third, establishing partnerships with educational institutions and Group Training Organisations such as [PR Projects](#) can provide a steady stream of skilled talent. Additionally, leveraging specialised recruitment agencies such as [Phillip Riley](#), especially during periods of talent shortages, can be highly effective.

Moreover, attracting and retaining top talent is contingent on offering competitive salaries that align with the growing expectations of the workforce. Ensuring effective salary management, nurturing a positive workplace culture, and emphasising the importance of work/life balance are equally essential. These factors significantly influence employees' decisions regarding role changes and play a pivotal role in shaping their overall job satisfaction.



Scott Robinson

Managing Director

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Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please don't hesitate to reach out to us.

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